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CHFS Focus Employee Spotlight: Undersecretary Duane L. Kilty, Jr.

Duane Kilty, Administrative and Fiscal Affairs undersecretary, believes that there is a direct link between the behavior of a leader and the behavior of those he or she supervises.



"If a leader encourages employees to excel and provides them the tools necessary for success, they will succeed," Kilty said. "And when employees succeed, I succeed."

It's no surprise then that his motto is "Lead by making others powerful." And considering the scope of responsibilities within Administrative and Fiscal Affairs, the motto is more than appropriate. His vertical includes fiscal policy, preparation and management of the \$5.5 billion budget; human resources; operations (contracts, grants, and capital projects); information technology; and strategic planning for the cabinet.

"My job is to empower my team," he said. "I'm here to help others accomplish the goals of the organization."

Born and reared in Huntington, Ind., Kilty received a bachelor's in accounting from Indiana University, a master's in business administration from Ball State University in Muncie, Ind., and a doctorate in business administration from the University of Kentucky (UK). His interest in and penchant for accounting stemmed from a business bookkeeping class in junior high school. That interest carried him through three universities and into positions with Peter Eckrich and Sons accounting firm in Ft. Wayne, Ind, Huntington College, and Asbury Theological Seminary in Wilmore before coming to CHFS.

"The differences between college and state government administration are scale and structure," Kilty said. "Of course, the cabinet administration is much larger than a college administration, but the greatest difference is in structure. In state government, other entities, such as the Commonwealth Office of Technology, make decisions that affect all state agencies, so there are constraints on what we can and can't change."

Kilty says he is enjoying his work for the cabinet and is committed to empowering staff in his vertical to

accomplish cabinet goals. The change from Higher Education to government was spurred in part by his desire to make a difference through leadership.

Dr. Kilty has several passions in life: his faith, his family, golf and the study of leadership. The latter of his passions has formed the beginnings of a book on leadership. "Some day I hope that the opportunity will exist to speak, teach, and consult through this endeavor," says Kilty.

In his spare time and when he's not working (at least 12 hours each weekend) on his book, Kilty also enjoys walking and reading. He lives in Wilmore with his wife Joni, who is working on her accounting degree after returning to college after 25 years. They have three children: Sarah, 24, who teaches kindergarten in Lexington; Joel, 22, who is a Ph.D. student in mathematics at UK; and Seth, 18, who is a senior in high school and wants to be a teacher.

CHFS Focus Program Spotlight: Working to Stop Waste, Fraud and Abuse: OIG's Division of Special Investigations

"We know that public assistance funds obtained fraudulently can be put to better use by qualified recipients who are genuinely in need of these services," says Steve Brodt, director of OIG's Division of Special Investigations. "By stopping waste, fraud and abuse through investigations, recovery and deterrence we ensure that these public monies go to the right folks."



"Special Investigations is the primary investigative arm of OIG. Without their hard work and expertise, OIG would not be able to successfully accomplish its statutory mission," according to Inspector General Robert J. Benvenuti, III.

The Division of Special Investigations currently has a 25-person staff that received 5,200 tips on the fraud hotline last calendar year. As a result of those tips, they worked 1,864 investigations and referred others to U.S. Attorney's offices, FBI, DEA, Kentucky State Police, the Attorney General's Office and elsewhere in CHFS such as OIG's Divisions of Audits and Detection; and Fraud, Waste and Abuse/Identification and Prevention. In addition, Special Investigations staff identified \$7.6 million in fraudulently obtained benefits in the same time period.

"While we are pleased with the identification of \$7.6 million, our goal is to prevent and deter waste, fraud and

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abuse of welfare and assistance programs on the front end before the problem ever begins," says Brodt. "We intend at some point to have investigators in DCBS offices to work side-by-side with case workers to provide extensive qualification reviews within 15 days so as not to prevent those who legitimately qualify from receiving benefits. However, at the same time, we will say no to those individuals who don't meet the criteria"

Special Investigations' intend to work closely with other CHFS agencies such as child care and child support to establish legitimate relationships among recipients through paternity testing, housing arrangements, etc. "Chances are that if one person defrauds a program, that person is usually defrauding other programs as well," says Brodt.

A typical case follows a general cycle. A telephone call comes into the hotline or elsewhere within the Cabinet and it's referred to Special Investigations. Division staff then uses databases to check and review the tip to determine eligibility standards such as income and size of household. For example, child care benefits may be going to an individual to ensure that they can go back to work, but an investigation might reveal that they are not working and, therefore, not eligible to receive those benefits.



In one specific case, the commonwealth provided \$28,000 in child care benefits to an individual over a three-year period based on the applicant's information that she was divorced and living as a single parent with children to support on her own. Upon further review by Special Investigations' investigators, it was found that the recipient had never divorced her husband and he continued to reside in the home with his voice on the answering machine greeting.

Positions in the Special Investigations Division range from administrative to program investigative officers. Many of the division's employees have a welfare provider program background or considerable experience in law enforcement or research. According to Brodt, "We are working on cross-training and sharing knowledge among our employees to strengthen our overall operations."

"We have dedicated hard working employees in this division who genuinely care about the people who qualify for specific benefits. We want to make sure that they are not denied benefits because others obtain these limited resources fraudulently," says Brodt. "Our goal is to increase discovery and to remove those people who are ineligible from assistance program rolls."

Brodt believes this can be accomplished through increased cooperation among agencies inside and outside CHFS and from tips received from the general public via the fraud hotline. Presently, OIG is working on a hotline publicity campaign to inform the public how they can report suspected waste, fraud and abuse in public assistance programs

OIG is required by law to operate a toll-free phone line for receiving reports of alleged fraud and abuse. As part of the overall plan to increase the OIG efforts in detecting and preventing waste, fraud and abuse, OIG is calling attention to the hotline through press releases, posters, and other media involvement.

"Resources for health and welfare programs are precious, limited, and in high-demand. That's the reason it is so important for the general public to step forward when they suspect someone is fraudulently obtaining or providing services or abusing the use of those services," said Benvenuti. "Whether the fraudulent activity involves a medical provider or a public assistance recipient, funds obtained through these programs illegally could deprive others who legitimately qualify from receiving much needed assistance."

"Citizens can and do play a critical role in detecting and preventing fraud and abuse by simply reporting known or suspected fraud and abuse", says Brodt. "Some of our best cases are started by hotline



calls." Examples of health and welfare programs include Medicaid; Kentucky Children's Health Insurance Program; the Women, Infants and Children nutritional program; Kentucky Transitional Assistance Program/Aid to Families with Dependent Children; and Food Stamps.

"One of the cabinet's top priorities is to detect, investigate and prevent fraud," Benvenuti said. "We want to protect the taxpayers' money with which we've been entrusted. Ultimately, those who choose to commit fraud in Kentucky's health and welfare programs are victimizing the citizens of the commonwealth."

The toll-free fraud hotline is **1-800-372-2970** and is located directly within the Division of Special Investigations. Those reporting fraud and abuse never have to give their name.

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Justice and Public Safety Cabinet awards federal grant money to combat domestic violence

\$2 Million Awarded to Domestic Violence/ Sexual Assault Groups

On behalf of the Justice and Public Safety Cabinet, Lieutenant Governor Steve Pence awarded nearly \$2 million in Federal grant money to 33 different groups on Feb. 21. The Violence Against Women Act (VAWA) funds the grant award money.



“Violence against women is an intolerable act upon which we will not accept any excuse for this cowardly behavior,” said Lieutenant Governor Pence. “This grant award money will help fund our efforts to fight domestic violence in our communities across the commonwealth.”

The grant money will be used by victim’s services groups, law enforcement, prosecutors and others helping victims. Services funded include legal support, therapy, emergency shelter and other aid.

RAPE - SEXUAL ASSAULT - DOMESTIC VIOLENCE FACTS:

- Nationally 14 – 18 percent of all women will be raped or experience an attempted rape
- Kentucky estimates show 11.1 percent of women will be raped
- Estimates show only one in six rapes are ever reported to authorities
- In 2001 more than 580,000 women were victims of non-fatal violence by spouse/partner.

Cabinet staffer spotlighted for display of mementos during Black History Month

By Anya Armes Weber

A Jefferson County cabinet employee with a large collection of African-American memorabilia was recently featured in the media for sharing her artifacts with young people during Black History Month.

The Louisville Courier-Journal last week spotlighted Quintilla Weathers, who keeps a growing collection of articles, books and pictures of local and national black leaders, inventors and celebrities. She also has examples of inventions African-Americans have contributed to world culture, like the pencil sharpener.

Weathers works for the state part time as a community-service consultant. She particularly helps build Community Partnerships for Protecting Children in Jefferson, Fayette and Barren River regions and is active in Louisville’s Neighborhood Place network.

This month Weathers has visited Neighborhood Place Ujima at DuValle Education Center and First Neighborhood Place at Thomas Jefferson Middle School.

Read the article at <http://www.courier-journal.com/apps/pbcs.dll/article?AID=/20050218/NEWS/0102/502180429/1027>.

Employee recognition group invites new members

By Anya Armes Weber

The employee workgroup forming to facilitate a cabinetwide employee recognition plan needs input from all staff. To foster a comprehensive plan, the team is requesting representation from every cabinet department.



Employees interested in joining the planning team are invited to apply by completing the one-page employee recognition committee application available for download at <http://chfs.ky.gov/olpa/dc/focus>. Applications will need approval from the employee’s supervisor prior to submission.

Forms must be returned to group member Jean Kendell of the Training and Professional Development Branch in the Office of Human Resource Management by Tuesday, March 15. Kendell’s address is 275 E. Main St., 5C-D, Frankfort, KY 40621, or e-mail her at jean.kendell@ky.gov.

Staff who are unable to join the group can still help by sending their suggestion on what kind of recognition programs their offices provide and what other kinds of activities they’d like to see. Your ideas are valuable. Send them to employee recognition team member Bobbie Walters at bobbie.walters@ky.gov.

The group will discuss these ideas at its next meeting, March 3, to develop activities for National Public Employees Recognition Week – the first week of May.

Cabinet leadership is aware of and supports the group’s employee recognition efforts.

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Contact Walters or Kendell for further information about joining the celebration of quality service provided by the cabinet's 10,000 employees across the state.

CHFS Focus Health Tips of the Week: Heart Disease and Women

By Anne Parr, R.N.

Heart disease was once considered a man's problem. But according to the American Medical Association (AMA), cardiovascular disease is also the number one killer of women.



For a long time it was thought that women were not as susceptible to heart disease as men. The initial results of an ongoing study, started in 1948 in Framingham, Massachusetts, were published in the 1950's and showed men more likely to have heart disease. But as time progressed, it was discovered that women were also at risk; they just developed diseases of the heart 10 to 15 years later than men.

The American Heart Association (AHA) estimates that 1 in 9 women ages 45 to 64 have some sort of heart disease but the ratio jumps to 1 in 3 for women over 65. So it's essential that women as well as men, especially those with a family history of heart disease, adopt a heart healthy lifestyle and maintain it as they get older.

It's also important for everyone, women as well as men, to recognize the warning signs of a heart attack, which include chest pain or tightness, a squeezing sensation, pain that radiates to the shoulders, neck or arms and/or chest pain accompanied by lightheadedness, sweating or shortness of breath.

In addition, women need to be aware of something else. The Food and Drug Administration (FDA) says that women are more likely to have so-called silent or unrecognized heart attacks.

This is because women often have different signs of a heart attack than men. Women are more likely to have nausea and pain high in the abdomen. They also may experience a burning in the chest that they may be dismissed as indigestion. Women also can have atypical angina resulting in extreme fatigue instead of chest pain from physical exertion. Angina is not a heart attack but is an indication for a doctor that more investigation is needed.

It's important that women are aware of these differences and there is one more important difference between men and women in regard to heart attacks. According to the FDA, 25 percent more women than men die within a year of having a heart attack.

If you suspect that you or another person is having a heart attack, seek emergency medical help right away.

HIV/AIDS Conference to be held in Lexington, March 2-4

The 2005 Kentucky State HIV/AIDS Conference will be held March 2-4 at the Radisson Hotel in downtown Lexington.

The conference, co-hosted by the Kentucky Department for Public Health and Heartland CARES Inc. of Paducah, is designed for health care and social service professionals who are involved in planning or providing prevention education or direct delivery of services to persons living with HIV/AIDS in Kentucky. It is also intended for people who are interested in improving the quality of life for people living with HIV/AIDS and those who are concerned about the impact HIV/AIDS has in our communities.

This conference may be of special interest to physicians, nurses, nurse practitioners, physician assistants, prevention specialists, health planners, social workers, counselors, certified health education specialists, pharmacists, administrators, corrections officers, substance abuse counselors, caregivers, service providers, community members and others affected by HIV/AIDS either personally or professionally.

On March 2, the conference begins with an evening reception. Featured entertainment will be author, humorist/lecturer, poet and HIV/AIDS activist River Huston. Huston will present her critically acclaimed touring one-woman show based on her personal experiences with HIV disease.

Additionally, Huston will deliver the keynote address titled "A Positive Life" on March 3. Through humor, Huston will discuss what it is like to live with HIV and how she dealt with the disbelief and denial of being diagnosed with HIV while in college.

The conference keynote speaker on Friday, March 4, is Dr. Glen Treisman of Johns Hopkins University School of Medicine. Dr. Treisman practices psychiatry and conducts research with high-risk patients in the HIV clinic. He believes in a "typology" that is patient specific and can be used as both a diagnostic tool and an approach to

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treatment. Dr. Treisman will address the significant barriers to effective prevention and treatment and how these barriers continue to impair the ability to stop the HIV epidemic.

The cost for registration is \$100 until February 25. On-site registration is \$125.

Approval for CEU/CME credit is currently pending. There is no additional charge for CEU/CME credits. For more conference information, contact Trista Chapman or Beth Potter at the Department for Public Health at (502)564-6539.



Frequently Asked Questions (FAQ) New Letterhead and Other Templates

We have received many similar inquiries in response to the use of the templates incorporating the new state brand: "Kentucky: Unbridled Spirit." We appreciate everyone's excitement and cooperation in making the transition to a more consistent visual platform for all of state government.

Below you will find some commonly asked questions and answers to them. If your question is not addressed, please contact Beth Holbrook (beth.holbrook@ky.gov) or Gwenda Bond (gwenda.bond@ky.gov) in the Communications Office via email.

Do I have to use or purchase the Trade Gothic font?

New West understands that not all state government employees have access to the Trade Gothic font. They are exploring the possibility of making it available to all employees in the future through a group license. However, at present, you should substitute Arial for Trade Gothic on the templates if necessary. The Division of Printing in the Finance and Administration Cabinet will be able to use Trade Gothic for any offices that have letterhead or other items pre-printed by them.



How do I translate Adobe files into Word files?

New West is working on making all templates available as Word files. We will send out Word templates as soon as they are available.



How can I get the business card template in Word?

New West is working on a business card template in Word and we will email it to all staff as soon as it is available. We are hoping to have this within the next week.



Should we throw out items that we already have?

We would like you to use the new templates whenever possible; however, we do not want to encourage waste. If you have business cards, etc., that you would normally use before reprinting, please continue to use those until you reprint. Then use the new template. If your office uses your printers for letterhead, as most do, please begin using the new template as soon as possible. All items should use the up to date Cabinet name.



The M.D. is cut off of Dr. Holsinger's name when I print the letterhead. What should I do?

This problem is due to a difference in versions of Word. This will require a minor adjustment to the header. If you are unable to click on the header and shift the name slightly so it will print correctly, please contact Beth Holbrook by email.



What if I am having trouble doing what I need to with the template?

Please contact Beth Holbrook by email.



How can I get an electronic version of the logo, etc.?

Please visit <http://www.unbridledspirit.ky.gov> and click on extreme lower right-hand option of "Request for Graphics." This will take you to a form; once you complete the simple information requested, you will be able to go directly to download graphics of the logo that you may need.

Employee Enrichment

By Anya Armes Weber



Employee Enrichment is a weekly feature for CHFS staff. These tips for making work better focus on team building, customer service and personal development.

"Time and health are two precious assets that we don't recognize and appreciate until they have been depleted." -- Denis Waitley, personal productivity and career achievement consultant.

Heart Month may be ending, but our commitment to better personal health never ends. Feeling fit helps us work better. Visit your doctor regularly for checkups and when you suspect a problem. Eat healthy, but enjoy your favorite foods in moderation. And take the time to exercise at least several times a week – you can fit it into your breaks at work. Every day can bring about another change toward better health.